Resiliency

Use Strengths in Challenges

Mission and Vision

Mission: Implements the Comprehensive Soldier Fitness Program, identifies and trains Master Resiliency Trainers (MRTs) and commences annual resiliency sustainment training in order to enhance overall performance, improve unit level readiness, and sustain a balanced, healthy, campaign capable, expeditionary army

End state: Will improve unit readiness and performance by implementing the Resiliency Training program. The end state will see a more balanced, healthy and capable Brigade Combat Team

Task, Conditions, Standards

Task: Identify strengths in yourself and others to improve teamwork and overcome challenges.

Conditions: Within a classroom environment and 90 minute timeframe.

Standards: Understand that Strengths of Character is a primary target of Use Strengths in Challenges

Use Strengths in Challenges

Bottom Line Up Front

Using Strengths in Challenges helps to build Strengths of Character.

You can use your top strengths and the strengths of others to overcome challenges.

Applications

As a Soldier, how can using your strengths in challenges make your unit more effective?

How can using your strengths in challenges be used within families?

Identifying Strengths in Each Other

Read the strengths story you wrote about to your partner.

Your partner will name the Character Strengths he/she hears in your story.

Discuss with your partner the specific actions you took and how they were linked to your Character Strengths.

What strengths did you hear in the case study?

What Character Strengths did the team have?

What were the specific actions that were generated by the Character Strengths?

Key Principles

Useful in teams: Leverage the strengths of team members so that you make sure people are working together as effectively as possible.

Strengths of Character: Using Strengths in Challenges builds all of the MRT competencies; Strengths of Character is a primary target.

Use Strengths in Challenges Practice

Activity:

Strengths in Challenges: Using your strengths to overcome challenges

Use Strengths in Challenges

Work with a group.

Flesh out the group dilemma with more detail.

Identify the group's goals in addressing the challenge.

Discuss how the group's strengths can be used together to deal with the challenge.

Identify the specific actions your group would take based on your strength profiles and the sequence in which you would take those actions (e.g., which action would you do first, second, etc.).

If someone already uses a strength you also have, choose another one of your strengths or discuss a different action that you would take from the same strength.

Debrief

What did you learn from this activity?

How did you use your strengths to deal with the challenge?

What specific actions did your strength lead to?

How did other people approach the situation differently based on their strengths?

In what ways did the team benefit by having a variety of strengths and working together to overcome the challenge?

Check on Learning

What is the skill? Use Strengths in Challenges to build positive emotions, enhance performance, and build stronger teams.

When do I use it? Use Strengths in Challenges to create effective teams, deepen engagement, and overcome challenges.

How do I use it? Identify ways you already use your Character Strengths and new ways to use them in your daily life and when confronted with a problem.

Resiliency

Questions

AAR

What went well

1.

2.

3.

What can be improved

1.

2.

3.